

# ***Air Force Personnel Center***

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## **Officer Force Management Programs**

## **Town Hall**

**Lt Col Eugene A. Moore III**

**Commander, 627 Force Support Squadron**

**7 Jan 14**

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# Setting the Stage

## ■ Situation

- Retention of highly qualified Airmen in our AF remains high
- Current fiscal environment creates number of uncertainties for the DoD
- Budget constraints led to force structure changes & personnel reductions

## ■ Goals

- Provide Airmen information and time to make informed decisions
- Operate within funding constraints and authorized end strength

## ■ Strategy

- Size and shape the force for today and the future
- Modernize personnel policies via performance-based emphasis

## ■ Approach

- Voluntary programs to the maximum extent possible
- Retain high performing Airmen while reducing overages

**Only officers in projected overage populations by grade and AFSC will be eligible for voluntary and/or involuntary programs (except SERB)**



# FY14 Force Management Programs

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## Officer

- Active Duty Service Commitment (ADSC) waivers
- Time in Grade (TIG) waivers
- PALACE CHASE
- 8-yr vs. 10-yr commissioned service for retirement
- Temporary Early Retirement Authority (TERA)
- Selective Early Retirement Board (SERB) (*not based on AFSCs; based on competitive category*)
  
- Voluntary Separation Pay (VSP)/Reduction in Force Board (RIF)
- Force Shaping Board (FSB)
- Enhanced Selective Early Retirement Board (ESERB)

\* Previously announced

\* Additional programs



# Officer Voluntary Programs

- **Active Duty Service Commitment and Time in Grade Waivers**
  - PCS
  - Tuition Assistance
  - Technical Training
  - Statutory TIG Requirement
- **PALACE CHASE (1-for-1)**
  - ARC commitment is equal to the furthest out ADSC (min 1 yr, max 6 yrs)
- **8 vs. 10-yr Commissioned Service Waivers**
  - Officers may retire with a minimum of 8 yrs commissioned service
- **Temporary Early Retirement Authority (TERA)**
  - Officers with 15 but less than 20 years of service
- **Voluntary Separation Pay (VSP)**
  - Officers with more than 6 but less than 15 yrs of service

**Only officers in projected overage populations by grade and AFSC will be eligible for these voluntary programs**



# Officer Involuntary Programs

- **Reduction in Force (RIF)**
  - Officers w/more than 6 but less than 18 yrs active service as of 31 Jan 15
  - No line number to the next grade
  - Captains and Majors must have at least 1 yr time in grade (TIG) as of 31 Jan 15
  - Board can select a maximum of 30% of eligibles by grade
- **Force Shaping Board (FSB)**
  - Officers with more than 3 but less than 6 commissioned yrs of service by the board separation date
- **Enhanced Selective Early Retirement Board (ESERB)**
  - Retirement eligible: O-6s w/2 to less than 4 yrs TIG (consecutive yrs), O-5s 1x promotion non-select and O-4s
  - Board can select by AFSC, yr group up to 30% of eligibles in a compcat by grade
- **Selective Early Retirement Board (SERB)**
  - Cols w/ > 4 yrs TIG, O-5s with 2 or more non-selects; 30% by compcat/grade only
  - Convened in early December 13 – results pending; not eligible again for 5 years

**Only officers in projected overage populations by grade and AFSC will be eligible for involuntary programs (except SERB)**



# Involuntary Separation Benefits

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- If involuntarily separated you will receive:
  - Involuntary separation pay (>6 yrs service)
    - A Major w/12 yrs and 3 months and 13 days TAFMS  
[(6540.60 base pay x 12 whole years x 147 total whole months x 10%)  
divided by 12]= \$96,146.82
  - Transitions Assistance Program benefits
    - 180-days ext. medical care for self and family
      - Same as active duty Tricare benefits
      - Dental not included
    - 2 years commissary/BX privileges
    - Up to 20 days CONUS / 30 days OCONUS permissive TDY
      - Job search and house hunting
  - No recoupment of unearned portions of bonuses, special pays, or other monetary incentives
  - Service obligations associated with transfer of GI Bill benefits will be treated as complete



# Voluntary Separation Pay Program

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- **Voluntary Separation Pay**
  - **125% of Involuntary Separation Pay**
- **No recoupment of unearned portions of bonuses, special pays, or other monetary incentives**
- **Service obligations associated with transfer of GI Bill benefits will be treated as complete**
- **TAP benefits(medical/commissary/BX privileges) are not authorized under VSP**
- **Member cannot return to Active Duty, except Guard, Reserve or interservice-transfer or they must repay VSP**



# Force Management Program Initial Timelines

PROGRAM	2013	2014												2015
	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN
CMSgt/SNCO Voluntary Phase														★
CMSgt Retention Board	✱						—	▲				★		
Quality Force Review Bd	✱					—	▲			★				
TERA (Enlisted)	✱								★					
DOS Rollback I	✱					★								
DOS Rollback II						✱	—			★				
Enlisted VSP										★				
SNCO Retention Board	✱						—		▲				★	
TSgt Retention Board	✱						—			▲				★
SSgt Retention Board	✱						—			▲				★
SrA Retention Board	✱						—			▲				★
SERB	—		▲					★						
E-SERB Vol Phase														★
E-SERB	✱						—		▲				★	
TERA II (Officer)	✱								★					
Officer VSP										★				
RIF	✱						—			▲				★
Force Shaping Board	✱							—	▲				★	

✱ = Eligibles Identified

— = Pgm Dates/Board Windows

▲ = Airmen notified

★ = Retirement/Separation Dates





# Parting Thoughts

- **Each Airman should:**
  - Know and fully understand the program(s) impacting you
  - Seek guidance from supervisors, CCs and FSS
  - Consider all options; discuss with family to make best decision
  - Start TAP when notified of eligibility....don't wait for board results
  - Check records in Personnel Record Display Application (PRDA) and make corrections through your Military Personnel Section (MPS)
    - PRDA records accessible 24/7 via AF Portal <https://www.my.af.mil>
      - Click on AFPC Secure applications then click on PRDA
    - AF Leaders working hard to minimize impact on Airmen
- **Utilize Resources**
  - AF Portal <https://www.my.af.mil>
  - AFPC myPers <https://mypers.af.mil>
  - Airman & Family Readiness Center and Work/Life Consultants
  - Transition Assistance Programs
    - Sabrina Rasmussen; 253-982-3156 or [sabrina.rasmussen@us.af.mil](mailto:sabrina.rasmussen@us.af.mil)
    - Robin Baker; 253-967-1808 or [robin.j.baker10.mil@mail.mil](mailto:robin.j.baker10.mil@mail.mil)
  - Force Management Hotline; 253-982-9887
  - Seek help from your Wingman, leadership and MPS

***Don't be afraid to ask questions...this is your career and future!***